Unlock the Power of Your STARS

SkillsNET™ corporation

Strategic Talent Acquisition & Retention

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Strategic Talent Acquisition and Retention

Organizations need a ***Rosetta Stone*** to communicate their unique job needs

The name Rosetta refers to the crucial breakthrough in the research regarding Egyptian hieroglyphs. It especially represents the "translation" of "silent" symbols into a living language, which is necessary in order to make the whole content of information of these symbols accessible.

Organizations need a way to ***precisely define*** performance requirements to employees, educational institutions, and candidates – so that everyone clearly understands.

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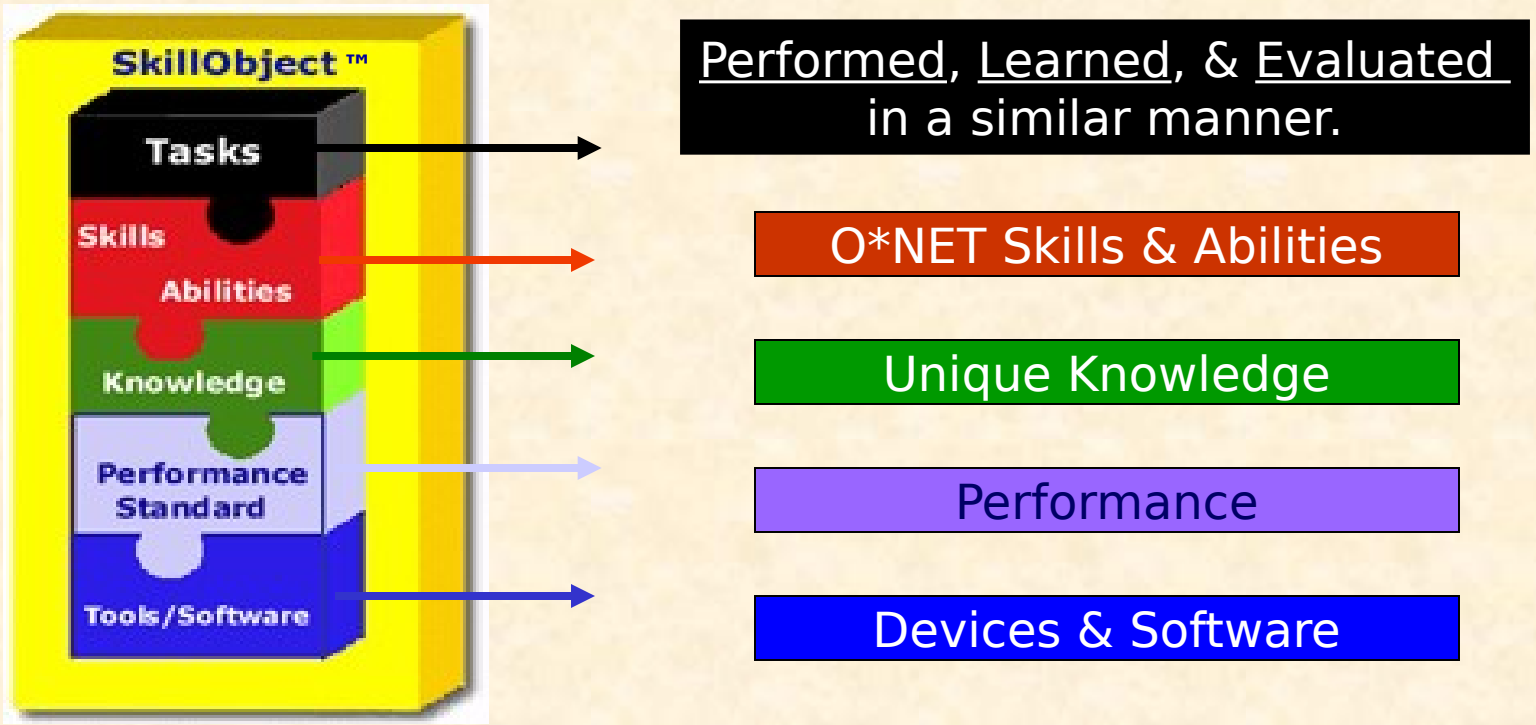
The SkillObject™ is the ***Rosetta Stone for human capital***

...a comprehensive characterization of work, workplace, and worker...



Common Language: Knowledge Skills Abilities Tools

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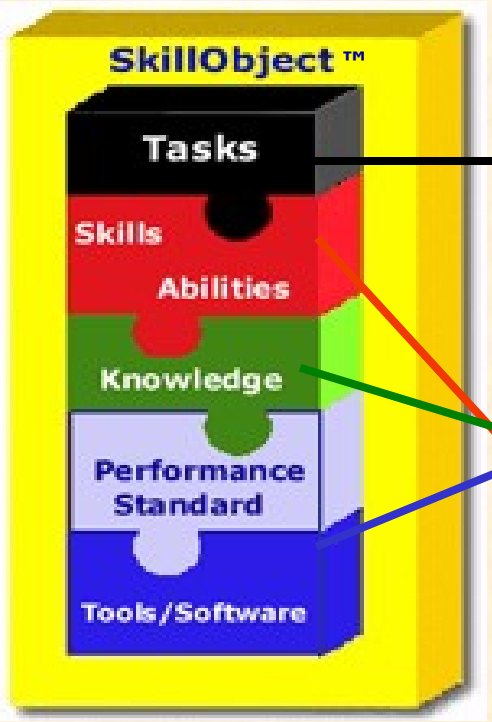
SkillObjects™ are a ***detailed, measurable*** definition of a work component



ID #	Description
SkillObject™:	
25	Network Planning
Task(s):	
1	Develop IP addresses for a network or internetwork
3	Set up a subnet.
20	Design a wiring closet for a network
24	Develop a cut sheet.
60	Design a subnetwork in classes B and C.
61	Draw a LAN with more than one wiring closet with Star Topology.
62	Develop a wiring plan for an extended Star Topology LAN.
63	Draw an Ethernet LAN with Star Topology.
Tool(s):	
29	Autocad design software
43	Design templates
Knowledge(s):	
34	IP address protocols
35	Class B & C protocols
47	IP filtering techniques
52	4-Step LAN Study technique
Skill:	*Skill Level*
30 Technology Design	2.92

SkillObject's™ are legally defensible, precise work components specific to your business

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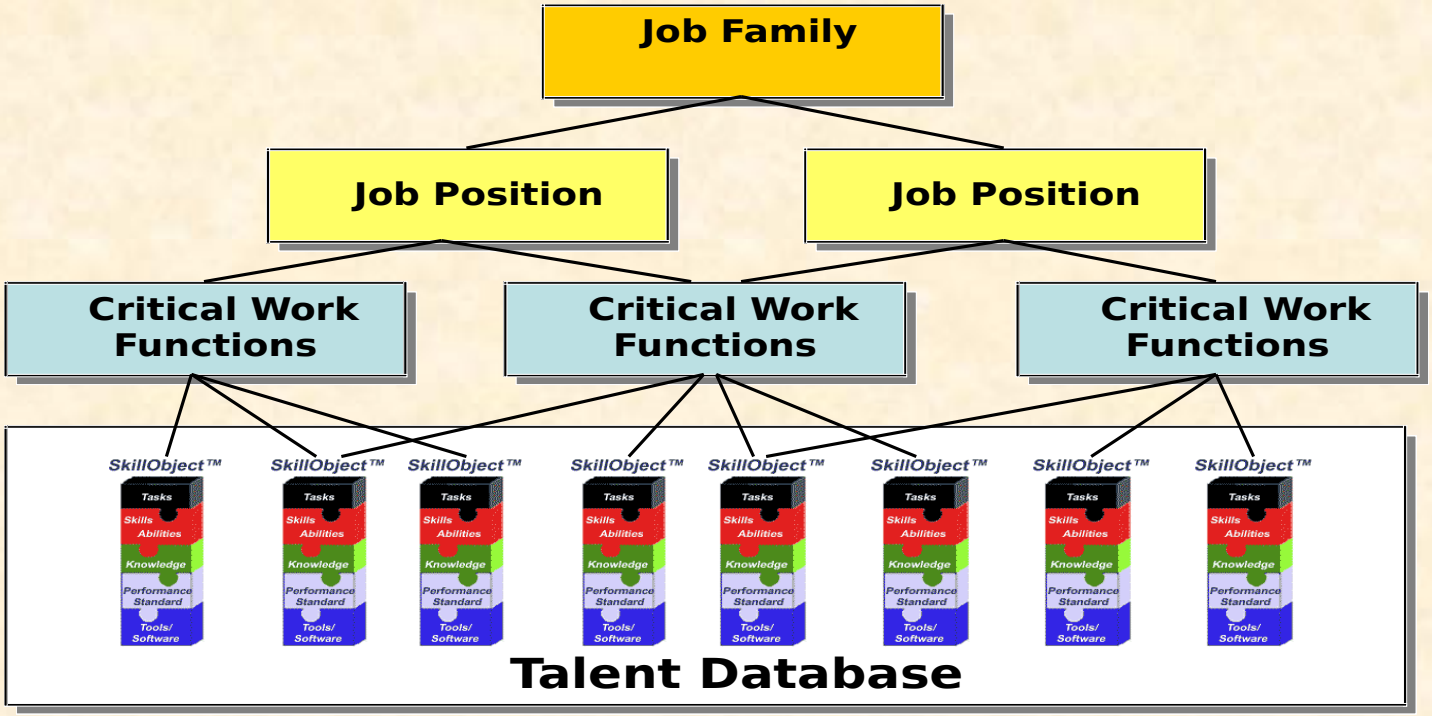
SkillObjects™ make up the ***DNA*** of your organization



SkillObjects™ are a high fidelity definition of competencies required of a position and/or person

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SkillObjects™ provide the ***Objective Metrics*** that feed your legacy systems

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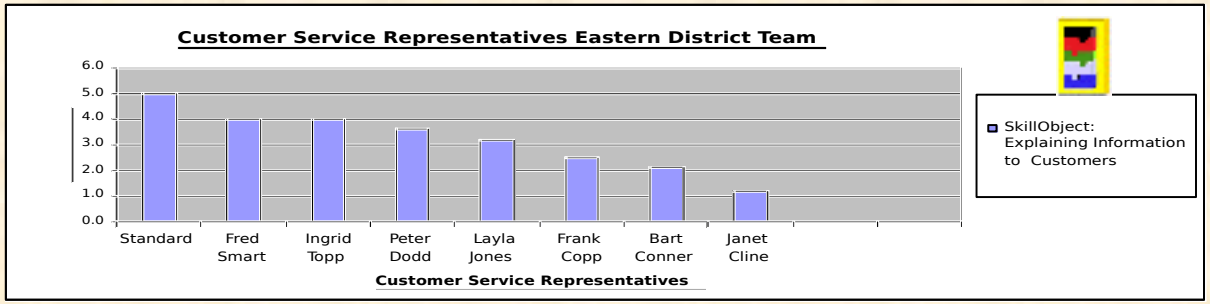
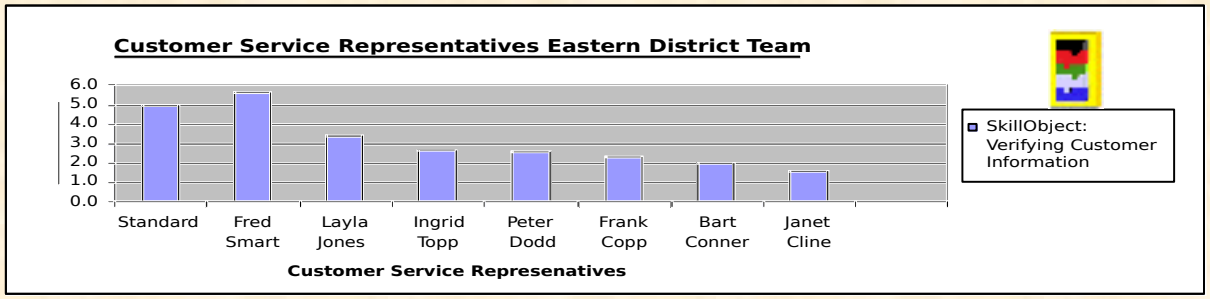
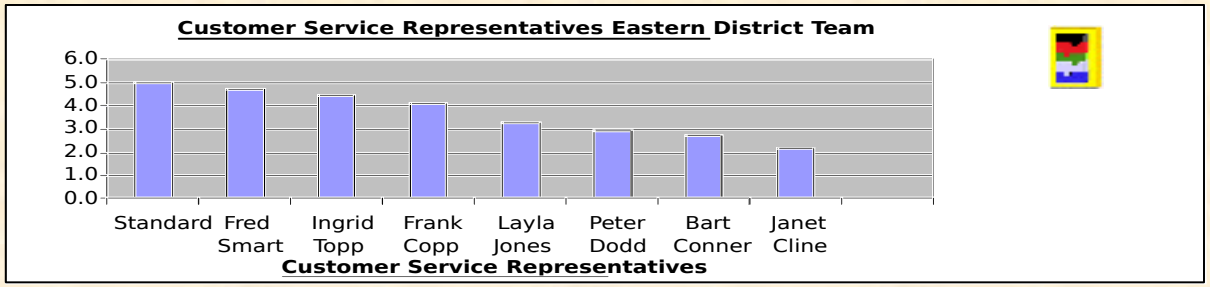
Benefit: Useful Workforce Capacity Data







Workforce Groups can be objectively analyzed to determine their capacity to meet performance objectives

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Benefit: Job families can be analyzed to determine critical components of the job

3 Verifying Customer Information

	Task(s):	*Frequency*	*Criticality*	*Difficulty to Learn*	*When Needed*
125	Verify account information such as balances and customer information.	4.00	2.93	1.56	1.27
127	Verify customer identification.	4.50	3.86	1.19	1.07
130	Verify with client that information given is correct.	3.71	3.13	1.47	1.29
	Tool(s):				
1	ALLTEL system	4.43	2.60	2.06	1.40
2	ARGO system	4.25	3.00	2.00	1.50
8	Computer	4.21	2.79	2.00	1.25
	Knowledge(s):				
14	Identification Requirements	4.31	3.50	1.38	1.38
	O*NET Skill:				
2	Active Listening — Listening to what other people are saying and asking appropriate questions.				
	O*NET Ability:				
7	Problem Sensitivity — The ability to tell when something is wrong or is likely to go wrong. It does not involve solving the problem, only recognizing there is a problem.				

Rich job position information provides actionable metrics for job optimization efforts and critical development needs

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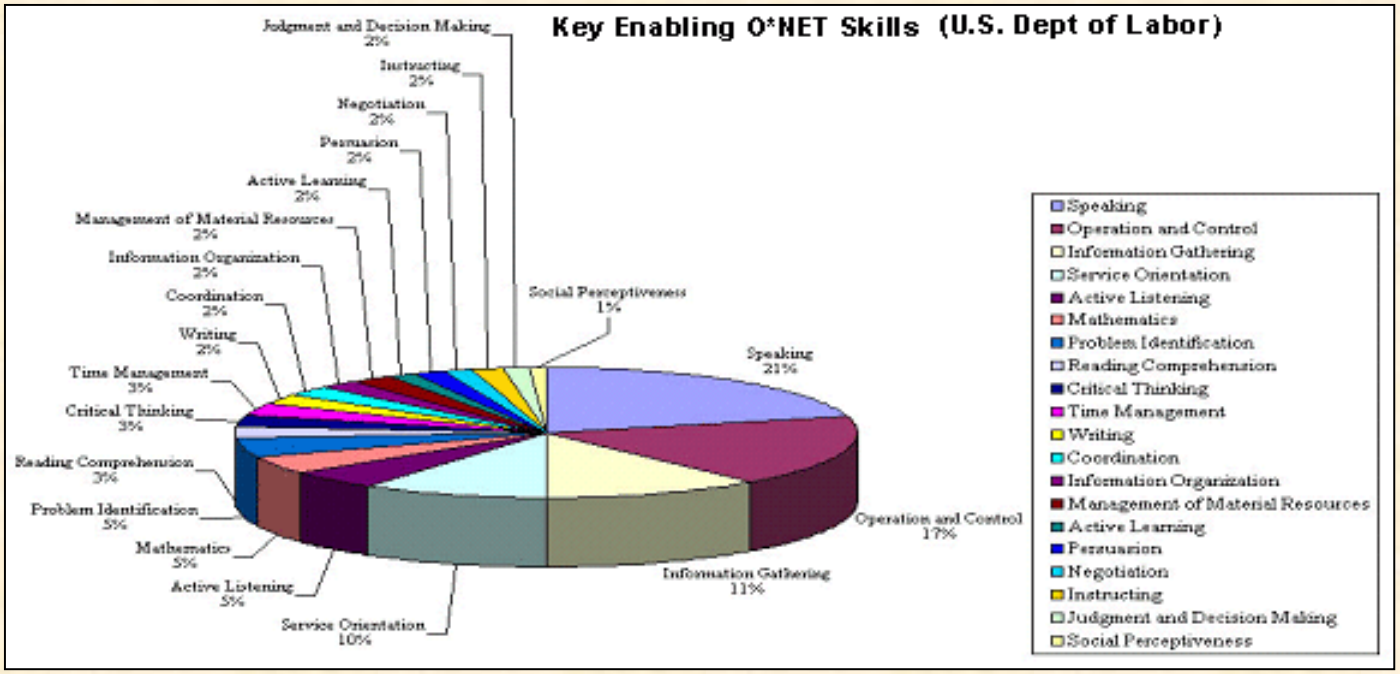
Benefit: Key skills required for the job can be identified



Insight into skills required for performance of the job provides critical training allocation as well as clear hiring guidance

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Summary: SkillsNET can give you the system to win the Talent War

- ✓ Attract, recruit and hire the right people
- ✓ Keep the performers you want, re-position those that aren't appropriate for the position
- ✓ Train based on criticality to performance
- ✓ Communicate to educational institutions your real job requirements
- ✓ Clearly understand your workforce capacity so you can act accordingly
- ✓ Legal defensibility

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SkillObject™ System Sample Screens

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Typical SkillObject™ Conten

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30	Technology Design 2.92

SkillObject Name

Task Statements

Tools / Software/ Equipment

Unique Knowledges

Normative Skill rating level

Additional Elements

- Enabling Abilities
- Normative Data
- Performance Statements

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Key Persons and Roles

STARs (Strategic Task Analysis Representative): Individuals who are chosen to generate tasks they perform in the job/occupation being examined. The individual should be currently working in the job on a daily basis (incumbent worker), and be a top 1/3 performer in their peer group. In addition, the individuals should provide a good cross representation for all aspects of the job, difficulty levels, and geographic areas.

Reviewers: Individuals who have breadth of knowledge and experience regarding the job. Must be recognized leaders in their field and have been nominated by career panels, technical training review panels, and/or industry partnership management. Typically, Reviewers are supervisors of those performing the job being analyzed.

Skills Analyst: Individual who has experience, understanding, and certification in aspects of job classification, skill definitions/linkages, skill standards, and job analysis. Can be a layperson, an Industrial Organizational psychologist, an organizational development specialist, a researcher, or HRD Specialist.

Incumbent Workers: Individuals working the job/occupation being analyzed. Random sample, stratified random sample or cross section of the

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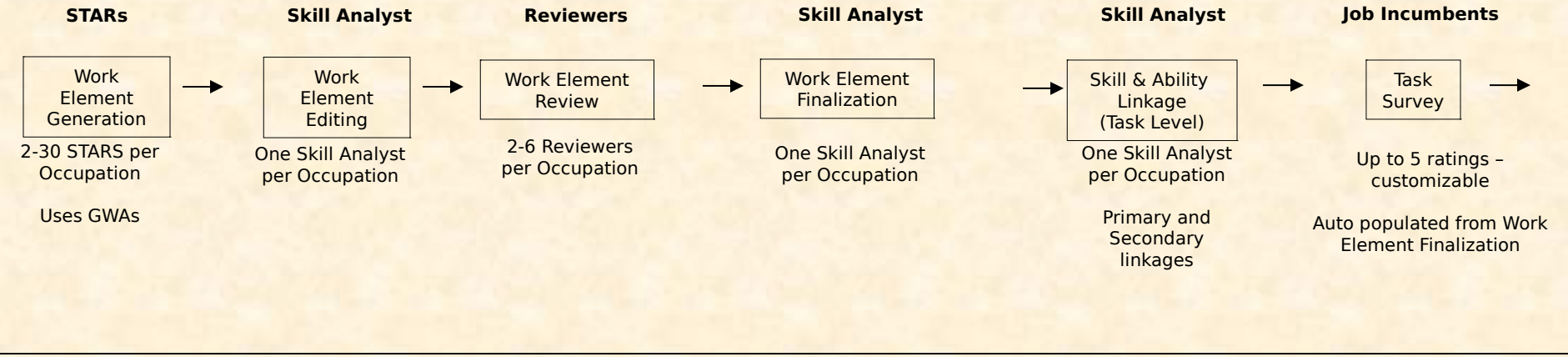
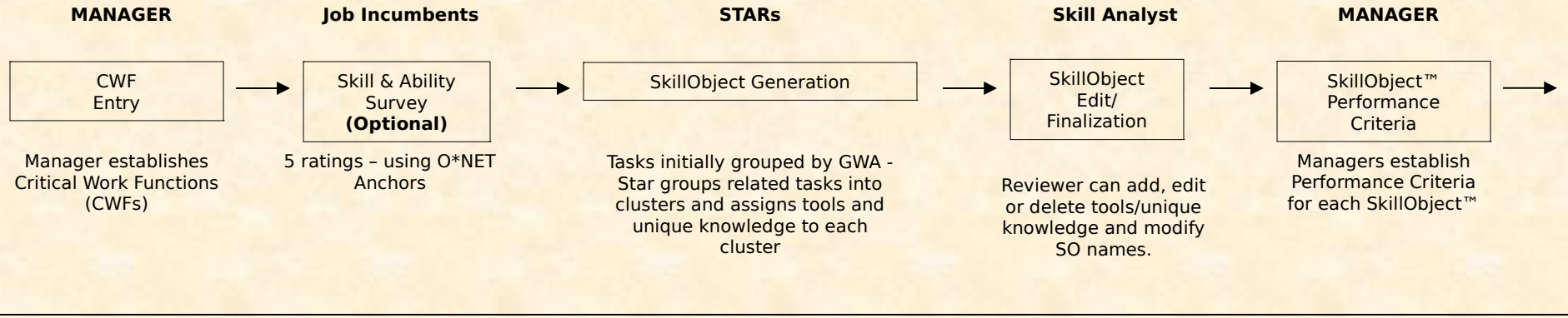
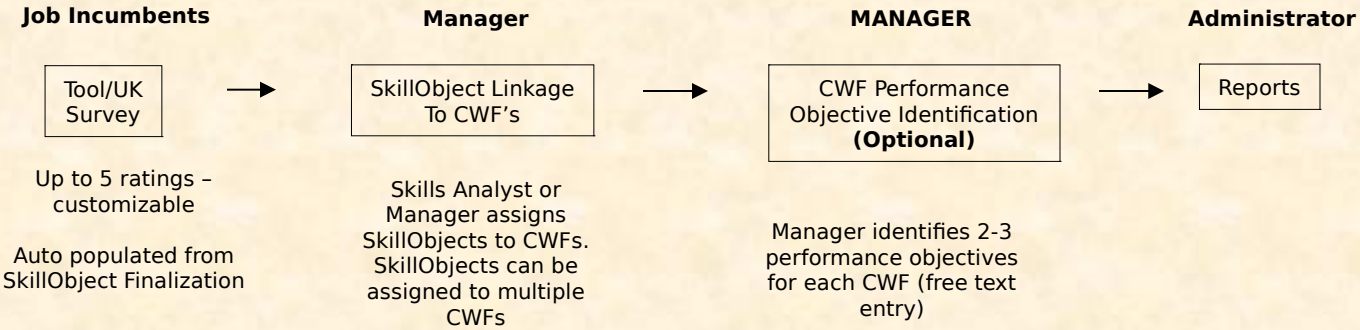
SkillObject™ Job/Task Analysis Process




MANAGER
CWF Entry
Manager establishes Critical Work Functions (CWFs)
Job Incumbents
Skill & Ability Survey (Optional)
5 ratings – using O*NET Anchors
STARs
SkillObject Generation
Tasks initially grouped by GWA - Star groups related tasks into clusters and assigns tools and unique knowledge to each cluster
Skill Analyst
SkillObject Edit/ Finalization
Reviewer can add, edit or delete tools/unique knowledge and modify SO names.
MANAGER
SkillObject™ Performance Criteria
Managers establish Performance Criteria for each SkillObject™


Job Incumbents
Tool/UK Survey
Up to 5 ratings – customizable
Auto populated from SkillObject Finalization
Manager
SkillObject Linkage To CWF's
Skills Analyst or Manager assigns SkillObjects to CWFs. SkillObjects can be assigned to multiple CWFs
MANAGER
CWF Performance Objective Identification (Optional)
Manager identifies 2-3 performance objectives for each CWF (free text entry)
Administrator
Reports

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To see a demonstration of the SkillObject™ System, please contact SkillsNET at 972-923-2950 Ext. 109 or via email at darrel.sandall@skillsnet.biz

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